

INTERNET  
FORM NLRB-501  
(11-04)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 48 U.S.C. 5512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25383	1/8/2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer	b. Number of Workers Employed
Texas Dental Association / TDA Financial Services, Inc.	30
c. Address (street, city, State, ZIP, Code)	d. Employer Representative
1946 S. IH 35 Ste. 400	Mary Kay Lind
Austin Tx 78704	Executive Director
e. Telephone No.	f. Type of Establishment (factory, office, wholesaler, etc.)
512 443-3675	Association (Professional)
g. Identify Principal Product or Service	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.
Member Services	3

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice.)

On or about (b) (6), (b) (7)(C), 2006 the above named employer through its authorized agents and/or representatives has retaliated against (b) (6), (b) (7)(C) by discipline or terminating for refusing to commit an unfair labor action.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Cell

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(Signature of representative of person making charge)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

1/8/2007

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25391Date Filed  
1/18/07

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer A&L Industrial Services, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
f. Type of Establishment (factory, mine, wholesaler, etc.) oil refinery		g. Identify principal product or service contractor
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the above-named employer unlawfully discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

## 6. DECLARATION

I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(s)

person making charge)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -  
(b) (6), (b) (7)(C)

Address

01/18/2007

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

16-CA-25392

Date Filed

1/18/2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer A&L Industrial Services, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
f. Type of Establishment (factory, mine, wholesaler, etc.) oil refinery		g. Identify principal product or service contractor
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the above-named employer unlawfully discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(signature or representative or person making charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

01/18/2007

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C. 3512

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-25408	Date Filed 1/29/2007

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Highrise Electrical Technologies Incorporated (HETI) Certified Temporary Services, Inc. (CTSI), Joint Employers</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>2800 Post Oak Blvd (HETI) Houston TX 77056</b>  <b>16951 Feather Craft (CTSI) Houston TX 77058</b>	d. Employer Representative <b>Vernon Hamner Project Super. (HETI)</b>  <b>Thomas W. Warren, CEO (CTSI)</b>	e. Telephone No. <b>713/627-1616 (HETI) 281/280-9500 (CTSI)</b> Fax No. <b>713/215-4639 (HETI) 281/280-0105 (CTSI)</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Construction</b>	g. Identify principal product or service <b>Electrical Landscape Lighting</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named Joint-Employers terminated their employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, or coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**International Brotherhood of Electrical Workers, Local Union No. 716, AFL-CIO**

4a. Address (street and number, city, state and ZIP code)

**1475 North Loop West  
Houston, Texas 77008**

4b. Telephone No.

**713/869-8900**  
Fax No.  
**713/868-6342**

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**International Brotherhood of Electrical Workers, AFL-CIO**

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Patrick M. Flynn  
Signature of representative or person making charge  
Address **1330 Post Oak Blvd, Suite 2995  
Houston, TX 77056**

**Patrick M. Flynn**  
Telephone No.  
**713/861-6163**

Title Attorney  
Fax No. **713/222-9114**

Date **Jan. 29,  
2007**

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



INTERNET  
FORM NLRB-501  
(11-94)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 16-CA-25418 Date Filed Feb 6, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer J & H Granite	b. Number of Workers Employed 8
c. Address (street, city, State, ZIP Code) 111 Investment Loop Hutto, TX 78634	d. Employer Representative John Ivy
e. Telephone No. (512)759-2425 Fax No. (512)759-2458	f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing
g. Identify Principal Product or Service Fabrication and Installation of Granite Counter-tops	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.
i. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)	

The above-named employer, through its officers, agents and/or representatives unlawfully threatened employees for engaging in protected, concerted activity.

The above-named employer, through its officers, agents and/or representatives unlawfully discharged employees (b) (6), (b) (7)(C) in retaliation for their protected, concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Equal Justice Center

## 4a. Address (street and number, city, State, and ZIP Code)

510 S. Congress Ave. Suite 206  
Austin, TX 78704

## 4b. Telephone No.

(512)474-0007

## Fax No.

(512)474-0008

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Michael Murphy

(Title, if any)

Address

4111 E. Ben White Blvd. Austin, TX 78741

Fax No. (512)474-0008

(512)326-9540

(Telephone No.)

2/5/07

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25419	2/6/07

JE/IO

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Amarillo Pain Associates</b>		b. Number of workers employed 9
c. Address (street, city, state, ZIP code) <b>1901 Medipark Suite 2002 Amarillo, TX 79106</b>	d. Employer Representative <b>Terry Murphy, Office Administrator</b>	e. Telephone No. 806-353-4699
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>doctor's office</b>	g. Identify principal product or service <b>health care</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On about (b) (6), (b) (7)(C), 2006, the above-named employer terminated employee (b) (6), (b) (7)(C) for discussing wages.</p> <p>Within the past six months, the above-named Employer has restrained and coerced employees in exercise of the rights guaranteed in Section 7 of the said Act, by maintaining an unlawful rule regarding the discussion of wages.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature of representative or person signing charge (b) (6), (b) (7)(C)		Title <b>Individual</b>
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Fax No.      Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25420Date Filed  
2/7/2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer A&L Industrial Services, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
f. Type of Establishment (factory, mine, wholesaler, etc.) oil refinery		g. Identify principal product or service contractor
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2007, the above-named employer unlawfully discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)  
person making charge)

An Individual

(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

2 06-07  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
16-CA-25425	2/12/07

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Lattimore Materials Co.</b>	b. Number of workers employed <b>300+</b>
c. Address (street, city, state, ZIP code) <b>1700 Redbud Blvd., Suite 200, McKinney, TX 75069</b>	d. Employer Representative <b>Paul Rouse, VP Operations</b>
e. Telephone No. <b>972-221-4646</b>	f. Type of Establishment (factory, mine, wholesaler, etc.) <b>material supplier</b>
g. Identify principal product or service <b>redi-mix concrete and aggregate</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents and representatives has interfered with, restrained and coerced (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) employees of Lattimore Materials in the exercise of their rights guaranteed in Section 7 of the Act for engaging in protected concerted activities and by more strictly enforcing the requirements for taking a break.

Since on or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents and representatives terminated the employment of (b) (6), (b) (7)(C) drivers, because of their union activities in behalf of Teamsters Local 745 and due to the stricter enforcement of the requirements for taking a break.

Since on or about February 2007, and at all times thereafter, it, by its officers, agents, and representatives, has refused to bargain collectively with Teamsters Local 745 by engaging in conduct designed to undermine the status of said labor organization as bargaining agent by unilaterally implanting the use of a questionnaire for employees during an investigative interview, stricter enforcement of the requirements for taking a break, and changing the past practice of requiring drivers to request permission to take a break prior to taking one.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**General Drivers, Warehousemen, and Helpers Local 745**

4a. Address (street and number, city, state and ZIP code) <b>1007 Jonelle Street, Dallas, TX 75217</b>	4b. Telephone No. <b>214-398-0661</b> Fax No. <b>214-398-3216</b>
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**International Brotherhood of Teamsters**

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <u>Kris Taylor</u> Signature of representative or person signing charge Address <b>1007 Jonelle Street, Dallas, TX 75217</b>	Title Business Agent  Telephone No. <b>214-398-0661</b>	Fax No. <b>214-398-3216</b>	Date <b>2-9-07</b>
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**Case  
16-CA-25427Date Filed  
2/13/07

(b) (6), (b) (7)(C)

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Amarillo Pain Associates</b>		b. Number of workers employed <b>9</b>
c. Address (street, city, state, ZIP code) <b>1901 Medipark Suite 2002 Amarillo, Texas 79106</b>	d. Employer Representative <b>Terry Murphy, Office Administrator</b>	e. Telephone No. <b>806-353-4699</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>doctor's office</b>	g. Identify principal product or service <b>health care</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2006, the above-named Employer terminated employee (b) (6), (b) (7)(C) for discussing wages.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**6. DECLARATION**

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

By

Signature or representative or person signing (b) (6), (b) (7)(C)

Title **Individual**

Address

Telephone No.

Fax No.

Date

2-12-07

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case  
16-CA-25502

Date Filed  
3/20/07

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Lear Corporation</b>		b. Number of workers employed <b>approximately 950</b>
c. Address (street, city, state, ZIP code) <b>1501 E. Bardin Rd.; Arlington, TX 76018</b>	d. Employer Representative <b>Leonard Fox, Plant Manager</b>	e. Telephone No. <b>(817) 419-3000</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Factory</b>	g. Identify principal product or service <b>Car seats</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged (b) (6), (b) (7)(C) or practices)**

Since on or about (b) (6), (b) (7)(C) 2006, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with restraining and coercing (b) (6), (b) (7)(C) in the exercise of rights guaranteed in Section 7 of the said Act, by telling (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) is not turning in (b) (6), (b) (7)(C) medical documentation in retaliation for (b) (6), (b) (7)(C) engaging in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**

UAW 129

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By ☒ (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Signature of representative or person  
Address

(b) (6), (b) (7)(C)

Telephone No.

Fax No.

Date

3-16-07

same as above

same as above

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

16-CA-25507

Date Filed

11 3/26/2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer A&I Industrial Services, Inc.		b. Number of workers employed 150
c. Address (Street, city, state, and ZIP code) 1728 N. HWY 146 La Porte TX 77571-	d. Employer Representative Joe Chavez	e. Telephone No. (281)470-9805 Fax No. (281)470-9899
f. Type of Establishment (factory, mine, wholesaler, etc.) oil refinery		g. Identify principal product or service contractor
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above-named employer unlawfully discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activity.

On or about (b) (6), (b) (7)(C) 2007, the above-named employer unlawfully instructed a Shell Deer Park security guard to tell (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) would be arrested if (b) (6), (b) (7)(C) were to ever set foot on any Shell facility.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) I, (b) (6), (b) (7)(C), the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) making charge)

An Individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -

Address

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case

16-CA-25509

Date Filed

3/16/07

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Austin Bridge and Road

b. Number of workers employed

approximately 20

c. Address (street, city, state, ZIP code)

2620 Pavillion Parkway; Texarkana, TX 75503

d. Employer Representative

Randall Rosenbaum

e. Telephone No.

(903) 334-7427

f. Type of Establishment (factory, mine, wholesaler, etc.)

Construction

g. Identify principal product or service

bridges and roads

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6), rights guaranteed in Section 7 of the said Act, by terminating (b) (6), (b) (7)(C) for engaging in protected concerted activity by reporting safety issues to the safety manager.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)  
Signature of representative or person signing charge

Address

(b) (6), (b) (7)(C)

Title Individual

Telephone No.

Fax No.

Date

3-24-07

same as above

same as above

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



INTERNET  
FORM NLRB-501  
(11-94)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-25532

Date Filed

Apr 9, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TeleneNetwork Partners Ltd.		b. Number of Workers Employed 60
c. Address (street, city, State, ZIP, Code) 208 South Guadalupe Street San Marcos, Texas 78666-6332	d. Employer Representative Andrew Jacks	e. Telephone No. (512) 707-3100 ext. 1520 Fax No. 866-240-5829
f. Type of Establishment (factory, mine, wholesaler, etc.) call center	g. Identify Principal Product or Service internet technical support	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice.)

On or about (b) (6), (b) (7)(C) 2007 the above named Employer by its officers agents and representatives unlawfully discharged employees (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

Lucy Parsons General Membership Branch of the Industrial Workers of the World

## 4a. Address (street and number, city, State, and ZIP Code)

P.O. Box 301862  
Austin, Texas 78703-1862

## 4b. Telephone No.

(512) 921-5269

## Fax No.

(512) 471-6535

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Industrial Workers of the World

## B. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Signature of representative or person making charge

Branch Secretary Treasurer

(Title, if any)

Address

Same as 4(a)

Fax No. (512) 471-6535

(512) 921-5269

(Telephone No.)

April 6, 2007

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501  
(11-89)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-25553

Date Filed

11 Apr 18, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Proprep LTD

b. Number of workers employed

4

c. Address (Street, city, state, and ZIP code)

1946 Shield Drive

New Braunfels

Tx

78130-

d. Employer Representative

Luncc

Cannon

e. Telephone No.

(830)708-4614

Fax No.

( ) -

f. Type of Establishment (factory, mine, wholesaler, etc.)  
constructiong. Identify principal product or service  
floor finishing

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11a) subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above named Employer, by its supervisors, managers and/or representatives discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

By (b) (6), (b) (7)(C) and the above charge and that the statements are true to the best of (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Telephone No.

Date

4-16-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

TOTAL P.01



INTERNET  
FORM NLRB-501  
(1-84)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 40 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-25554

Date Filed

Apr 18, 2007

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sanders Electric		b. Number of Workers Employed 10
c. Address (street, city, State, ZIP Code) 392 Courtneay Way Georgetown, TX 78626	d. Employer Representative Mark Sanders	e. Telephone No. (512)251-2244 Fax No. (512)251-3661
f. Type of Establishment (factory, mine, wholesaler, etc.) Electrical Contractor	g. Identify Principal Product or Service Electrical Construction	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Within the six month period prior to the filing of this charge, the above-named employer, through its officers, agents and/or representatives unlawfully threatened to call the police on employees in order to restrain and coerce them in the exercise of the rights guaranteed in Section 7 of the Act.

Within the six month period prior to the filing of this charge, the above-named employer unlawfully discharged employees (b) (6), (b) (7)(C) for engaging in protected, concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Electrical Workers Local Union 520

## 4a. Address (street and number, city, State, and ZIP Code)

1818 E. Ben White Blvd.  
Austin, TX 78741

## 4b. Telephone No.

(512)326-9540

## Fax No.

(512)326-9596

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Electrical Workers, AFL-CIO, CLC

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Michael Murphy

(Title if any)

Fax No. (512)326-9596

(512)326-9540

(Telephone No.)

April 18, 2007

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

SS/mw  
II

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**Case  
16-CA-25561Date Filed  
April 23, 2007**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Ameripath		b. Number of workers employed approximately 1600+
c. Address (street, city, state, ZIP code) 14275 Midway Road, Fourth Floor, Addison, TX 75001	d. Employer Representative Dennis Osha, H.R. Director	e. Telephone No. 972-934-4300 Fax
f. Type of Establishment (factory, mine, wholesaler, etc.)		g. Identify principal product or service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (3)&(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2007, and at all times thereafter, the above named employer through its officers, agents and representatives has discriminated (retaliation) against employees (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) activities in support of the OPEIU, a Labor organization, and because of (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

FAX

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).**

N/A

**6. DECLARATION**

and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Title an Individual

Signature of representative or person making charge

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

April 16, 2007

FAX

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT**  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**Case  
16-CA-25605Date Filed  
5/18/07

IO/EPM

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Tune Up Masters</b>		b. Number of workers employed <b>2</b>
c. Address (street, city, state, ZIP code) <b>1913 Berry Street, Fort Worth, TX 76110</b>	d. Employer Representative <b>Jack Mazek, Regional Manager</b>	e. Telephone No. <b>817-922-8884</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>service</b>	g. Identify principal product or service <b>automobile repair</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents and representatives, interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) employment because of (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if full name, including local name and number)

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**6. DECLARATION**

I, the undersigned, declare that the facts stated in the charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Title **an individual**

Signature of representative (b) (6), (b) (7)(C)

Telephone No.

Fax No.

Date

5-15-07

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25636	June 6, 2007

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Auto Truck Transport</b>	d. Number of workers employed <b>50+</b>
c. Address (street, city, state, ZIP code) <b>1202 Carriers Drive Laredo, TX 78045</b>	e. Telephone No. <b>956-712-8588</b> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>auto transport facility</b>	g. Identify principal product or service <b>automobile transport</b>
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	

Since on or about (b) (6), (b) (7)(C) 2006, the above-named employer, by its officers, agents, and representatives has discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) prior reports of harassment and other protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of every filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**  
(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.

By ☒ (b) (6), (b) (7)(C)  
Signature of representative of person making charge

(b) (6), (b) (7)(C)

Title **An Individual**

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date

X 6/6/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case

16-CA-25646

Date Filed

6/11/2007

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Zachary Construction Company

b. Number of workers employed  
200

c. Address (street, city, state, ZIP code)

527 Longwood San Antonio, TX 78221

d. Employer Representative

Jim Skeltons  
Site Supervisor

e. Telephone No.

281-470-3896  
Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Contractor

g. Identify principal product or service

Construction

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2007, the Employer terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) made complaints about working conditions on behalf of other employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

By

Signature

Address

(b) (6), (b) (7)(C)

ative or person making charge

(b) (6), (b) (7)(C)

Title An Individual

Telephone No.

Fax No.

Date

(b) (6), (b) (7)(C)

X 6-07-07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case <b>16-CA-25661</b>	Date Filed <b>6/15/07</b>

**INSTRUCTIONS**

("c"16-08-7501)

(b) (6), (b) (7)(C)

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>United Technologies Carrier Corporation</b>		b. Number of workers employed <b>Approx. 1000</b>
c. Address (street, city, state, ZIP code) <b>1700 E Duncan St Tyler, TX 75701</b>	d. Employer Representative <b>Jackie Gordon, HR Manager</b>	e. Telephone No. <b>(903) 510-7300</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Manufacturing</b>	g. Identify principal product or service <b>Air Conditioning Products</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C), 2006, it, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) membership and activities in behalf of United Sheetmetal Workers, Local 337, and because (b) (6), (b) (7)(C) was a party in a class action lawsuit against the Employer.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
	Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C)	Title Individual	
Signature of representative or person signing charge (b) (6), (b) (7)(C)	Telephone No.	Fax No.
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Date 6/1/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25665

Date Filed  
6/19/07

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TELEPERFORMANCE(MERKAFON INTERNATIONAL, LTD., AND MERKAFON MANAGEMEN		b. Number of Workers Employed 300 TO 600
c. Address (street, city, State, ZIP, Code) 1701 S. CLOSNER BLVD, SUITE A EDINBURG, TEXAS 78539	d. Employer Representative MR. CESAR FLORES, HR MANAGER	e. Telephone No. 956-388-8500 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) CALL CENTER	g. Identify Principal Product or Service WIRELESS CUSTOMER SERVICE, AMERIGROUP-STATE MEDICADE	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <u>ALL</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

ON OR ABOUT (b) (6), (b) (7)(C) 2007, ABOVE NAMED EMPLOYER TELEPERFORMANCE (MERKAFONE INTERNATIONAL, LTD., AND MERKAFON MANAGEMENT CORPORAION, GENERAL PARTNER), BY OFFICERS, AGENTS, AND SUPERVISORS, MANAGERS DISCRIMINATED AGAINST ITS EMPLOYEE, (b) (6), (b) (7)(C), WROTE UP AND ISSUED A FINAL WARNING FOR ENGAGING IN A PROTECTED CONCERTED ACTIVITY IN VIOLATION OF NLRA.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief.

By

representative or person making charge)

(b) (6), (b) (7)(C)  
(True, if any)

Address

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

6 JUNE 2007

Date



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25692

Date Filed  
Jul 10, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer UNITED STATES POSTAL SERVICE		b. Number of workers employed 50+
c. Address (Street, city, state, and ZIP code) 10330 DESERT SANDS SAN ANTONIO, TEXAS. 78216	d. Employer Representative MIKE MORENO YVONNE LOPEZ	e. Telephone No. 210-341-2136 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) U.S. MAIL DELIVERY FACILITY	g. Identify principal product or service U.S. MAIL DELIVERY	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (first subsections) <u>3, 4, 5</u> of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>A. On <u>(b) (6), (b) (7)(C)</u> 2007 <u>(b) (6), (b) (7)(C)</u> at Nimitz Post Office in the a.m. served a letter carrier a 7-day suspension on paper. When the letter carrier requested union representation <u>(b) (6), (b) (7)(C)</u> was denied union steward by <u>(b) (6), (b) (7)(C)</u></p> <p>B. On <u>(b) (6), (b) (7)(C)</u> 2007 <u>(b) (6), (b) (7)(C)</u> instructed a <u>(b) (6), (b) (7)(C)</u> letter carrier to go to the managers office <u>(b) (6), (b) (7)(C)</u> asked if this was on 613 times (union time) <u>(b) (6), (b) (7)(C)</u> replied no. Once in the office <u>(b) (6), (b) (7)(C)</u> started to read an issuance of a letter of warning to <u>(b) (6), (b) (7)(C)</u> then requested <u>(b) (6), (b) (7)(C)</u> wanted union representation. Once i entered room <u>(b) (6), (b) (7)(C)</u> began reading letter of warning in a very hostile manner.</p> <p>C. Management has been delaying time to union members to seek representation, delaying information to aid in investigation of grievance for union members. Requesting for information to represent union member rely on a 14 day time limit to grieve, when given if given limits time for union stewards to grieve issue. This unfair practice is one of many tactics management uses to circumvent the grievance procedure article 15 of the national agreement.</p> <p>D. The behavior of managers toward the craft employees have been hostile as has been reported, their actions are based on retaliation on all the employees at Nimitz Post Office for exercising their union rights.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) NALC BRANCH 421		
4a. Address (Street and number, city, state, and ZIP code) 125 W. GRAYSON SAN ANTONIO, TEXAS. 78212		4b. Telephone No. 210-227-0128 Fax No. 210-226-8119
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NATIONAL ASSOCIATION OF LETTER CARRIERS		
6. DECLARATION		
<p><u>(b) (6), (b) (7)(C)</u> and the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By <u>(b) (6), (b) (7)(C)</u> <u>(b) (6), (b) (7)(C)</u> <u>(b) (6), (b) (7)(C)</u></p> <p>(Print/Type name and title or dates, if any)</p> <p>Address <u>(b) (6), (b) (7)(C)</u> (Fax) <u>(b) (6), (b) (7)(C)</u> 7/10/2007</p> <p>(Telephone No.) (Date)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



FORM NLRB-501  
(8-07)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 16-CA-25718	Date Filed 8/1/07
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## INSTRUCTIONS

File an original and 4 copies of this charge for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Performance Contractors, Inc.</b>		b. Number of workers employed <b>300</b>
c. Address (street, city, state, ZIP code) <b>P.O. Box 83630 Baton Rouge, LA 70884-3630</b>	d. Employer Representative <b>Boo Delaine</b>	e. Telephone No. <b>225-751-4156</b>
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Contractor</b>		g. Identify principal product or service <b>Industrial construction</b>
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of their rights guaranteed in Section 7 of the Act by constructively discharging them because of their protected, concerted activities.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C)

I declare and that the statements are true to the best of my knowledge and belief.

By

Signature of representative or person signing charge

(b) (6), (b) (7)(C)

An individual

Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date

7/28/07

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25771	8/27/2007

**INSTRUCTIONS**

File an original and 4 copies of this charge for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Zachary Construction Company</b>		b. Number of workers employed <b>200</b>
c. Address (street, city, state, ZIP code) <b>527 Longwood San Antonio, TX 78221</b>	d. Employer Representative <b>Jim Skeltons General Manager</b>	e. Telephone No. <b>(281) 470-3896</b> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>contractor</b>	g. Identify principal product or service <b>construction</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
On <b>(b) (6), (b) (7)(C)</b> 2007, the Employer terminated the employment of <b>(b) (6), (b) (7)(C)</b> because <b>(b) (6), (b) (7)(C)</b> made complaints about working conditions on behalf of other employees.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>		
4a. Address (street and number, city, state and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Telephone No. <b>(b) (6), (b) (7)(C)</b> Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
By <b>(b) (6), (b) (7)(C)</b> <b>8-23-07</b> <b>(b) (6), (b) (7)(C)</b> Signature of <b>(b) (6), (b) (7)(C)</b> person signing charge <b>An Individual</b> (Print/type name and title or office, if any)		
Address <b>(b) (6), (b) (7)(C)</b>	Telephone No. <b>(b) (6), (b) (7)(C)</b>	Fax No. Date



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-25783	8/31/07

**INSTRUCTIONS**

File an original and 4 copies of this charge for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>YMCA/ Ella McFadden Learning Center</b>		b. Number of workers employed <b>13</b>
c. Address (street, city, state, ZIP code) <b>501 Lamar Street Fort Worth, TX 76102</b>	d. Employer Representative <b>Tony Sparks</b>	e. Telephone No. <b>817-332-3281</b> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Service</b>	g. Identify principal product or service <b>Child Care</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C), 2007, the Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature of representative or person signing charge		(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)		Telephone No. (b) (6), (b) (7)(C) Fax No. Date 8-29-07

INTERNET  
FORM NLRB-901  
10-071

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

16-CA-25830

Date Filed

Sep 28, 2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer International Mechanical Services		b. Number of workers employed  @40
c. Address (Street, city, state, and ZIP code) 1454 Gardina St. San Antonio, TX 78201	d. Employer Representative Kip Kleck	e. Telephone No. 210-732-6188 Fax No. 210-732-6299
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service HVAC fabrication and installation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

8(a)1 In the last six (6) months, the above-named employer has violated employees section 7 rights by interrogating and verbally harassing employees who question rates of pay on prevailing wage jobsites.

On or about (b) (6), (b) (7)(C) 2007, the above-named employer by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) for repeatedly asking about wages being paid to International Mechanical Services employees on prevailing wage jobsites.

By the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

Sheet Metal Workers Local Union No. 67

## 4a. Address (Street and number, city, state, and ZIP code)

11 Burwood  
San Antonio, TX 78216

## 4b. Telephone No.

210-349-6585

## Fax No.

210-349-6557

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Sheet Metal Workers International Association

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Jon Burruss  
(Signature of representative or person making charge)

Jon Burruss - Local Union Organizer  
(Print type name and title or office, if any)

(fax) 210-349-6557

Address 11 Burwood San Antonio, TX 78216

512-496-5676

(Telephone No.)

9/27/07

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case	Date Filed
16-CA-25837	10/2/2007

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Motiva Enterprises L.L.C.</b>	1b. Number of workers employed <b>1,000+</b>
c. Address (street, city, state, ZIP code) <b>P.O. Box 712 Port Arthur, TX 77641-0712</b>	d. Employer Representative <b>Lee Poulter, Manager-HR</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Refinery</b>	e. Telephone No. <b>409-989-7040</b> Fax: <b>409-989-7006</b>
g. Identify principal product or service: <b>Petroleum Products</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since, on or about the dates set opposite their respective names, the above-named Employer has discriminated against its following-named employees, because they engaged in protected concerted and/or Union activities:

- A) (b) (6), (b) (7)(C) 2007 and (b) (6), (b) (7)(C) 2007;  
 B) (b) (6), (b) (7)(C) 2007;  
 C) (b) (6), (b) (7)(C) 2007;  
 D) (b) (6), (b) (7)(C) 2007; and,  
 E) (b) (6), (b) (7)(C) 2007.

By engaging in the conduct set forth above, the above-named Employer interfered with, restrained and coerced its employees in violation of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)****USW, Local 13-23****4a. Address (street and number, city, state and ZIP code)****1500 Jefferson Drive, Port Arthur, Texas 77642****4b. Telephone No.****409-982-9471****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)****United Steelworkers International Union, Local 13-23****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Bernard L. Middleton  
 Signature of representative or person making charge **Bernard L. Middleton**

Title **Attorney**

Address

**Provost\* Umphrey Law Firm, L.L.P.****3730 Kirby Drive, Suite 1200****Houston, Texas 77098**

Telephone No.

**(713) 523-3636**Fax: **(713) 523-6341**

Date

**10/2/2007**





UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25871Date Filed  
10/17/07

## INSTRUCTIONS:

("c"16-08-7577)

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>UNITED PARCEL SERVICE (UPS)</b>		b. Number of Workers Employed <b>120+</b>
c. Address (street, city, State, ZIP, Code) <b>5700 FRANKLIN WACO TX 76710</b>	d. Employer Representative <b>SUE DUNPHY</b>	e. Telephone No. <b>254-776-9886</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>SMALL PARCEL SERVICE</b>		Fax No.
g. Identify Principal Product or Service <b>DELIVERY OF SMALL PARCEL</b>		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
1. Refused to provide requested documents that would have supported member case.		
2. Company well aware that other drivers used the same procedures daily, but singled out me only for discharge.		
3. After I was discharged company then clarified proper procedures.		
4. Company dumped 100's of pages as their evidence packet, however not noting specifics on last day prior to deadline.		
5. (b) (6), (b) (7)(C) had personal prejudice, possibly racially motivated against me.		
6. Selective enforcement of work place policy and singled out for my out spoken concerns of the treatment of minority employees.		

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)



## 6. DECLARATION

(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

By

(Signature)

(Title, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

10-10-07

(Telephone No.)

Date



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYERRD Sec  
DO NOT WRITE IN THIS SPACE

FORM EXEMPT UNDER 44 U.S.C. 3512

Case

16-CA-25887

Date Filed

11/10/26/2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Hotchkissb. Number of workers employed  
15

c. Address (Street, city, state, and ZIP code)

P.O. Box 2742

Baytown

TX

77522-

d. Employer Representative

Ronnie Hotchkiss

Manager

e. Telephone No.

(281)427-6666

Fax No.

(281)837-1919

f. Type of Establishment (factory, mine, wholesaler, etc.)  
Transportationg. Identify principal product or service  
Trash Collection

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2007, the above-named Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

( ) -

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(signature or representative or person making charge)

An Individual

(Print/type name and title or office, if any)

Address As above

(fax) ( ) -  
(b) (6), (b) (7)(C)

(Telephone No.)

Oct 11, 24 / 07  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



FORM NLRB-501  
(8-07)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-25963Date Filed  
12/11/2007

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer South Texas Blood and Tissue Center		b. Number of workers employed 140+
c. Address (Street, city, state, and ZIP code) 6211 IH 10 West San Antonio Tx 78201-	d. Employer Representative Dan Kinsfather Asst Director	e. Telephone No. (210)731-5555 Fax No. ( ) -
f. Type of Establishment (factory, mine, wholesaler, etc.) non-profit service		g. Identify principal product or service collecting and distributing blood products
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11st subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about the second week of (b) (6), (b) (7)(C) 2007, the above named employer, through its managers, supervisors and/or representatives discriminated against (b) (6), (b) (7)(C) by giving (b) (6), (b) (7)(C) a written warning in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

On or about the first week of (b) (6), (b) (7)(C) 2007, the above named employer, through its managers, supervisors and/or representatives discriminated against (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

On or about (b) (6), (b) (7)(C) 2007, the above named employer, through its managers, supervisors and/or representatives, discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

## 3. Full name of party filing charge (If labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C) cell

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) charge)

individual

(Print type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(fax) ( ) -

( ) -

(Telephone No.)

12-11-07  
12-11-07

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Nov. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is

TOTAL P.02



06/JE  
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER III

## DO NOT WRITE IN THIS SPACE

Case

16-CA-25970

Date Filed

12/13/07

## INSTRUCTIONS

File an original and 4 copies of this charge for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Frito-Lay, Inc.</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>3548 Duncanville Road, Dallas, Texas 75236</b>	d. Employer Representative <b>Ron Harper</b>	e. Telephone No. <b>214-331-7070</b>
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>	g. Identify principal product or service <b>snack foods</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2007, it, by its officers, agents and representatives, has interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6) rights guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) employment in retaliation for (b) (6), (b) (7)(C) protected, concerted activity.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C) (h)

(c)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) I declare that the above charge and that the statements are true to the best of my knowledge and belief.

By

Sig (b) (6), (b) (7)(C) representative of person signing charge

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

Ad

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C) (h)

Fax No.

(b) (6), (b) (7)(C)

Date

12/11/07



FORM NLRB-501  
(9-07)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case 16-CA-25980	Date Filed 11/12/21/2007
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## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  Oak Farms Dairy		b. Number of workers employed  300+
c. Address (Street, city, state, and ZIP code) 1314 Fredericksburg San Antonio Tx 78104-2722	d. Employer Representative Robin Smogyi Human Resources	e. Telephone No. (210)732-1111 Fax No. ( ) -
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service production and distribution of milk products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2007, the above Employer, by its supervisors, managers and/or representatives discriminated against (b) (6), (b) (7)(C) by suspending (b) (6), (b) (7)(C) and then terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity in violation of Section 8(a)(1) of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 8. DECLARATION

By (b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax) ( ) -  
(b) (6), (b) (7)(C)21-07  
12/11

Address

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

(b) (6), (b) (7)(C)

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